



Background Investigation

Because of the sensitive nature of the position and the amount of responsibility placed on personnel, a thorough background investigation is completed on all applicants. This investigation includes driver history, criminal history, a polygraph examination, credit report, written psychological examination, clinical psychological session, and other miscellaneous categories. Any attempt to conceal or misrepresent information during the hiring process will result in disqualification of the candidate. You can expect to be hired in 3-6 months from the date of the written examination.

In an effort to maintain an equitable standard for hiring applicants, the following minimum guidelines have been established. These guidelines are not all-inclusive, but are some of the primary standards for employment consideration.

No applicant will be considered for appointment without meeting the following minimum standards and criteria:

- No felony conviction in lifetime.
- No more than two misdemeanor convictions in lifetime. (No misdemeanor convictions of an aggravated nature against public order or decency are permitted.)
- No D.U.I. /D.W.I. convictions within the last five years. No more than one conviction in lifetime.
- No conviction for Racing or Reckless Driving within the last five years.
- No convictions for Hit and Run, Homicide by Vehicle, Attempting to Elude, or Habitual Violator.
- No General Court Martial in lifetime.
- No employment termination for just cause from a local, state or national civil service or merit system.

Minimum Credit History Standards and Criteria

- **CURRENT FINANCIAL STATUS.** Applicants for the position of Emergency Communications Officer must show a credit history which is void of activity revealing a pattern of irresponsibility, lack of integrity, and poor problem solving ability. The actual circumstances of an applicant's financial status and history will be examined on a case-by-case basis by Internal Affairs and/or the Hiring Authority.
- **BANKRUPTCIES AND GARNISHMENTS.** Applicants for the position of Emergency Communications Officer shall not be rejected for a single incident of bankruptcy or garnishment of wages. Such actions will be considered with the totality of circumstances and facts surrounding the applicant's financial status and history. **Not more than one bankruptcy in the last 10 years.**
- **CHILD SUPPORT OBLIGATIONS.** Applicants for the position of Emergency Communications Officer shall have all child support payments current upon the initiation of the hiring process.

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An Equal Opportunity Employer